



*Produced monthly by the State Equal Employment Management (SEEM) Office ...*

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### California National Guard Observes Women's Equality Day in August



#### What is Women's Equality Day?

At the behest of Rep. Bella Abzug (D-NY), in 1971 the U.S. Congress designated 26 August as "Women's Equality Day."

The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts

toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women's Equality Day programs, displays, video showings, or other activities.

#### Joint Resolution of Congress, 1971 Designing August 26 of each year as Women's Equality Day

WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and

WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex; and

WHEREAS, the women of the United States have designated 26 August, the anniversary date of the passage of the Nineteenth Amendment, as symbol of the continued fight for equal rights: and

WHEREAS, the women of United States are to be commended and supported in their organizations and activities,

NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that 26 August of each year is designated as Women's Equality Day, and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women's rights took place.<sup>1</sup>



#### Women's Equality Day Parade

Saturday, 26 August 2006  
**Start:** 930 hrs at Southside Park, 8<sup>th</sup> and T Street  
**Rally:** 1100 hrs at the West Steps of the Capital

For further information of the parade, visit the following website:

[www.womenequalityparade.com](http://www.womenequalityparade.com)

#### From the HR/EO

##### Reprisal

Any act of reprisal, restraint, interference, or coercion taken against an individual, or taking (or threatening to take) an unfavorable personnel action, or withholding (or threatening to withhold) a favorable personnel action for having engaged in a protected equal opportunity activity, i.e., for having filed a complaint of discrimination, for preparing to file a complaint of discrimination, for having testified as a witness in a discrimination complaint investigation, for informing officials within the chain of command or NGB of perceived discrimination, or any other protected communication related to equal opportunity matters.

**NGB Form 335, Reprisal Complaint Advisement And Election Form** is used to file a complaint of reprisal under the provisions of the Military Whistleblowers Protection (DOD Dir 7050.6). It is filed within 60 days of becoming aware of the reprisal action.

**NGB Form 333, Discrimination Complaint in the Army / Air National Guard** is used to file a complaint of reprisal under the provisions of NGR 600-22 / ANGI 36-3, National Guard Military Discrimination Complaint System. It is

filed within 180 days of becoming aware of the reprisal action.

## 28<sup>th</sup> Annual BIG National Convention

The National Organization of Blacks in Government, Inc. (BIG) extends an invitation to you to attend the 28<sup>th</sup> Annual National Training Conference (NTC) of Blacks in Government, Inc. (BIG), 21 – 25 August 2006 in New York City, New York. This year's conference theme, "Building Unity Through Excellence, Growth, and Challenge," focuses on BIG's commitment to assist conference attendees in acquiring mission critical core competencies and thereby, promotes career development and progression.

The NTC is endorsed by government agencies at the federal, state, and local jurisdictions; the BIG NTC affords conferees an opportunity to strategically focus on enhancing their job skills.

BIG is a 501(C) 3 non-profit organization, whose members are civil servants throughout all levels of government and private industry. Incorporated in 1976 as an employee advocacy and professional development association, BIG held its first NTC in 1979. BIG is committed to improving public service through promoting equity, excellence and opportunity in the workplace.

The NTC is a nationwide response to train and develop individuals into subject-matter experts, so that they will be able to perform the critical tasks of providing services to the general public. Areas of training include technology, health care, science, equal employment opportunity, acquisition, financial management, project management, retirement planning, homeland security, and many other service-based functions necessary for the general welfare of the citizenry, and inclusive of programs and benefits.

The opening Plenary, held on Monday morning, 21 August 2006, serves as the inauguration of the NTC. This session highlights organizational and local dignitaries and special guest. The keynote speaker will set the tone for the conference and the dynamic educational workshops.

Many government agencies will hold employee-focused forums on 21-22 August 2006.

The exhibitor's showcase will feature numerous government agencies, Fortune 500 companies, consultants, universities and colleges, and entrepreneurs. These exhibitors will provide a wide array of information especially in the areas of educational, career, and recruitment program opportunities.<sup>2</sup>

For more information of BIG and the National Convention, visit the following website:

[www.bignet.org](http://www.bignet.org)



## Graduates

Let's congratulate the following recent graduates from

### Defense Equal Opportunity Management Institute (DEOMI):

- LTC James-Michael Yates  
(Our EO officer)
- MSgt Harold Boons – MEO
- MSG Joe Ann Ridder – SEPM
- SFC Rhonda Beedy – EOA
- SFC Cecilia Ghiardi - SEPM

### Graduate School (GS) USDA

- SSG Patrick Tanner – EEO  
Counselor



## Retirement

As of 6 Aug 2006, Major Barbara Miller retired as the Chief MEO of the 129<sup>th</sup> Rescue Wing. Her replacement is Major Connie O. Y. Wong.

**Major Miller** – Thanks for all your hard work and we wish you best of luck in your future endeavors. Enjoy your retirement!

**Major Wong** – Welcome aboard! We look forward to working with you.



## Community Events

On 4 – 6 August 2006, the National Teen Leadership Program (NTLP) had an annual event take place at California State University, Sacramento. One of the guest speakers was the Adjutant General, MG William H. Wade II. This event was a great opportunity for teenagers from all over the United States to meet and develop everlasting friendships.

One sponsor among other sponsors of the NTLP is the California National Guard.

Teenagers who attend this annual event are inspired and empowered to make a positive difference in their community. They learn about leadership, conflict resolution, and communication among many other invaluable tools that will help them on their path of life.

For further information, visit the following website:

[www.teenleader.org](http://www.teenleader.org).

## From the 40<sup>th</sup> ID EOA

The 40<sup>th</sup> ID has a website available. The website address is as follows:

<https://portal.ca.ngb.army.mil/sites/daaa-eo>

If you have questions pertaining to the website, please contact MSG Debra Post at (619) 545-0101 or DSN 735-0101.

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This publication is distributed on a monthly basis. If you have any questions or comments, please call the State EEO/EO office at (916) 854-3421, 3417, and 3436. DSN 466.

<sup>1</sup> Accessed 7 August 2006; available from <http://www.nwhp.org/events/equality-day/history-of.html>; Internet.

<sup>2</sup> Accessed 10 August 2006; available from <http://www.bignet.org>; Internet.